

Senior Protected Areas Management Specialists to Assist with Restructuring of Mozambique's Protected Areas Agency

Opportunity

The U.S. Department of the Interior, International Technical Assistance Program (DOI-ITAP) seeks individuals with extensive experience as senior level managers in a protected areas or natural resource agency. The specialists will undertake an assignment in Mozambique to assist the country's Ministry of Tourism transition the management of protected areas from the National Directorate of Conservation Areas to the newly established National Agency for Conservation Areas (ANAC). Specifically, the specialists will be expected to help revise the business and transition plans for ANAC. The assignment will entail three phases: a) an initial scoping trip to Mozambique; b) desk time in the U.S. to conduct additional work on the two plans; and c) a second trip to Mozambique to finalize and present the plan for Ministry of Tourism and other partner acceptance.

Background

DOI-ITAP, established in 1995, provides assistance to developing countries on subjects of Departmental expertise on a reimbursable basis. The program currently operates across the globe with support from organizations such as the U.S. Department of State, U.S. Agency for International Development (USAID), the World Bank, the Inter-American Development Bank, and the Millennium Challenge Corporation.

At the request of the U.S. Agency for International Development (USAID), DOI-ITAP has worked in Mozambique supporting management efforts at Gorongosa National Park and the development of tourism activities in the northern part of the country.

Currently, the Government of Mozambique is close to finalizing a new Conservation Policy that will include a mandate to generate revenue to manage the country's protected areas primarily from sources independent of the national budget. The Government of Mozambique has established ANAC as the new organization that will be responsible for managing the country's protected areas. ANAC will eventually be responsible for generating over 70% of its own revenue. To assist ANAC in launching its activities in 2012, USAID again approached DOI-ITAP for assistance in helping develop business and transition plans for the new organization.

Assignment

This assignment will consist of three phases:

- a) The specialist (s) will be deployed to Maputo, Mozambique, and as appropriate other field sites, for approximately 2-3 weeks for an initial scoping assignment. For this initial in-country trip, the specialist (s) will focus on coordinating with all key stakeholders, securing appropriate

background material, and begin the development/revision of the required business and transition plans.

- b) Following the first in-country assignment, the specialist (s) will be required to spend a fairly significant amount of time back in the U.S. finalizing the plans, and this will have to be done in consultation with the appropriate Mozambican partners.
- c) The specialist (s) will then return to Mozambique for an additional 2-3 week assignment to finalize and officially present the plans, in concert with in-country partners.

Fairly significant planning and coordination time will be required at the home duty station prior to the first trip and between the first and second trip. Additional time will be necessary for post-assignment follow-up activities (e.g., final trip report), after completion of the second in-country trip.

It's envisioned that the same specialist (s) will be available to participate in all three phases of this assignment.

Schedule

This assignment is expected to start in very early 2012, possibly in February. The initial scoping trip will include 2-3 weeks in-country, followed by time in the U.S. for additional work on document preparation (and including remote consultation with in-country stakeholders), and ending with a second 2-3 week in-country trip, possibly in early summer 2012 to review with partners and present the final versions of the business and transition plans for agency and other partner acceptance. While early 2012 is a strong target date to initiate this assignment, actual travel dates selected will be amenable to selected candidates, their supervisors, and our Mozambican partners.

Team members may have the opportunity to participate in future assignments to assist our Mozambican partners with actual implementation of the business and transition plans, and with other aspects of the development of ANAC.

Pre-and Post-Trip Duties

All travel and in-country logistics are handled by DOI-ITAP. Background materials are provided to the selected individuals prior to the assignment. The selected individuals will work with DOI-ITAP staff on preparation and follow-up via phone and email. Within 3 weeks of the completion of the assignment (after the second trip), the Specialist (s) will provide DOI-ITAP with a report focusing on trip events, evaluations, and recommendations for future assistance, and this would be in addition to any specialized work products, such as the business and transition plans.

Costs

DOI-ITAP will cover all travel costs associated with this assignment (round-trip airfare, lodging, meals and incidentals, immunizations, etc.). It is expected that the employing agency of the selected specialist will continue to cover salary during the duration of this assignment

Requirements for Applicants

Persons wishing to be considered for these assignments:

- *Preference given to current or retired DOI employees and other USG employees.
- *Must have a demonstrated ability to work with and adapt to the needs and abilities of agencies and professionals of different ethnic or cultural groups.
- *Must have demonstrated ability to coordinate with multiple partners and stakeholders.

- *Experience functioning as a planning team leader or key team member is highly desirable.
- *Previous international experience is desirable. Africa experience is highly desirable.
- *Ability to communicate in a foreign language is desirable. Ability to communicate in Portuguese is particularly desirable.
- *Involvement in planning and implementing the restructure of a protected areas organization is highly desirable. Experience in developing a transition plan for a proposed agency restructuring is highly desirable

SELECTIVE FACTOR: Must have an extensive professional background in senior level management of a protected areas or natural resource management organization. This experience would ideally include a central office and field unit background and include:

- Full understanding of an organization's short and long-term management needs, particularly those related to staffing (central office and field units), budget, training, and the full range of central office and field operational issues.
- Experience developing detailed short and long-term plans relative to the full operational range of protected areas management themes.
- Experience developing agency guidelines, protocol manuals, etc.
- Experience developing creative, "outside the box" funding strategies to support protected area or natural resource agency operations or in support of a special agency initiative or field event.

Upon selection, candidates must submit a current physician-signed letter or medical review form indicating fitness-for-duty.

If you are selected for this assignment, you will be responsible for obtaining your supervisor's approval to participate in this program.

How to Apply

Persons interested in being considered for this international assignment must:

1. Send a formal résumé
2. Send a cover letter, summarizing relevant work experience.

Please submit applications (electronic is preferred) to:

Levi White, Program Manager
Office of International Affairs
U.S. Department of the Interior
1849 C Street, NW MS-3530
Washington DC

Tel: (202) 208-1480
Fax: (202) 501-6381
E-mail: levi_white@ios.doi.gov

Please contact Levi White or Marc Weitzel, Senior Advisor (marc_weitzel@ios.doi.gov; 805/ 671-9746) with any questions.

All applications should be submitted as soon as possible but no later than COB 13 January 2012. Applications will be considered on a rolling basis.

All NPS applicants must copy applications to Rudy D'Alessandro (rudy_dalessandro@nps.gov) in the NPS Office of International Affairs. *As per NPS policy, NPS employees who have traveled with DOI-ITAP within 12 months of the departure are ineligible.*